Wawne Primary School Equality Objectives Statement

Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values..
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

- Challenging bias in order to move the conversation forward.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.

- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance will the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

At our school, we are committed to fostering an inclusive environment where diversity is celebrated and all individuals are treated with respect and dignity. We recognise that diversity encompasses a wide range of identities, including but not limited to race, ethnicity, gender, socioeconomic status, abilities, and cultural backgrounds. Our objective is to ensure that everyone, regardless of their identity, feels represented and valued in our school community. We strive to reflect this commitment through our curriculum, teaching practices, and school activities, ensuring that diverse perspectives are woven into every aspect of the educational experience. By prioritising diversity and representation, we aim to empower our students to become empathetic, open-minded citizens who appreciate the richness of different cultures and experiences.

Inclusion

We dedicated to promoting an inclusive environment where every student, regardless of their background, abilities, or personal circumstances, feels welcomed, supported, and valued. We believe that inclusion is fundamental to creating a positive and nurturing learning environment that fosters the growth of all individuals. Our objective is to ensure that every student has equal access to opportunities, resources, and support, enabling them to thrive academically, socially, and emotionally. Through personalised learning, accessible facilities, and a culture of respect and understanding, we strive to remove barriers to participation and create a sense of belonging for all. By embracing inclusion, we aim to cultivate a school community that celebrates differences and empowers every student to reach their full potential.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The school's Equality Information and Objectives Policy and Equality in Employment Policy further outline the school's policies regarding equality.